App. F. IX-4

Previous References

SfA. 26-25
2,4,5,6+7

Later References

SfA 25-30
SfA 54-31 (1-19)
~~Def 150/3~~

193~~2~~8, 2-9.
SfA)

File No. 164-28
Serial Nos. 1, 2+3, 5

P
B
27.8.42

General and Revenue Secretariat.

CRB 36-41-18

Serial No. 4

Part B for November 1929

SUBJECT.

Revision of the Leave + Pension rules to inferior Servants

8(3) To Comptroller, Heads of Depts & D.C.'s of Districts,
No. H. 3283-3360 of 12-XI-29.
Letters orders on the above

Asst
27/10/30.

C 5/6 C101/28 S.R. 104 29-1

REPLY
(To be written on this margin.)

OFFICE OF THE
FIRST MEMBER OF COUNCIL.

NOTE.

Dated 1st November *192* 8

144

FINANCIAL SECRETARY
1 NOV. 1928
No.

Extract from Indian States Review dated 20th October 1928 - page 14.

Cochin Manaraja's Birthday.

** ** **

(4) The pension rules applicable to those in the superior service of the State be made applicable to inferior servants as well and the present differentiation between superior and inferior servants be done away with.

Those pensioners who are now in receipt of pension under the present system will be given enhanced pension under the proposed rules, if they are eligible for it, from this date. This concession will apply to the Devaswan and Palace Departments as well.

** ** **

1) We may find out what are the present scales of pension for superior and inferior services in Cochin. Our scale of inferior pensions which is based on British Indian rules, is low and the distinction now drawn between inferior and superior services in this respect is not quite defensible. We might examine the position and see what modification might be made in the rules relating to the pensions of inferior servants.

A

110/Per 6-11-28

COMPTROLLER'S OFFICE
No. 185/8/2
2 NOV 1928

Financial Secretary
with compliments.

2) A.-D.O. Complete this with compliments - for favour of obtaining information & address of the Chief and Sheristadar of Cochin - K 1/11/28

Ed. No. 231 9-11-28 Cochin Secretariat Officer

From the Comptroller

no.314 Pen. dated 15th January 1929 forwards in original the reply received from the Comptroller of Accounts, Cochin Government, about the scales of pension obtaining in that State together with a copy of Cochin Service Regulations.

3) Reference First Member's Minute dated 1st November 1928 (para 1 supra).

F.L. B.

A statement showing our scales of pension for superior and inferior services and those that obtained in Cochin prior to the abolition of the distinction between the two kinds of services, is put up for facility of comparison. The corrections consequent on the issue of the Royal Proclamation in Cochin dated the 13th October, abolishing the differentiation between Inferior and Superior servants in the matter of pension, have not yet been embodied in the C. S. R. of that state.

Kind reference is invited to Article 336 (b), Mysore Service Regulations, and the corresponding Article 211 (b) of the Cochin Service Regulations, for the existing superior scale of pensions in the two States. The scale of pension in the Cochin State is more liberal than here. After a service of 21 years and up to 24 years of service, the rate of pension is more in Cochin than in Mysore, by 1/60, 1/30, 1/20 and 1/15 respectively, of the average emoluments; and the maximum limit of pensions for the said periods of service is Rs.33 1/3 per mensem, more than in Mysore and the benefit of the maximum limit of Rs.5,200/- per annum for 26 years of service in Mysore can be had for a service of 23 years only.

in Cochin. For a service of 25 years, the maximum limit in Cochin is Rs.6,000/- per annum while it is only Rs.5,000/- in Mysore. Compared to the Cochin Scale, therefore, our recent enhancement of the maximum limit of pension ~~xxxxxx~~ does not compare favourably.

Refce. Art.340, M.S.R.
" 213 a and b.
of Cochin Service Regulations.

4) As regards inferior service, however, the scale of pensions as well as gratuity, in Mysore are more liberal than in Cochin. In the latter State, the maximum pension is half pay not exceeding Rs.5/- a month; it goes up to Rs.8/- a month here by a graduated scale. By the abrogation of the distinction between inferior and superior servants <u>for purposes of Pension</u> the benefits that inferior servants would be entitled to are:--

(i) a gratuity of one month's pay for each year of service even for a service of less than 5 years (for which they are now entitled to nothing).

(ii) a gratuity of one month's emoluments for each completed year of service instead of half month's pay they are now entitled to for a service of less than 10 years.

(iii) a pension on the present superior scale of pension after a service of not less than 10 years up to 30 years instead of half a month's pay for as gratuity each year's service.

× × × × ×

The inferior servants will certainly stand to gain very much by these advantages.

(iv) They will become entitled to Superannuation and Retiring pensions.

A list of the amendments to Mysore Service Regulation that would be necessitated by the abolition of the differentiation between superior and inferior servants will be submitted later on, in case it is finally decided to abolish the distinction.

H. L. Secy) 11/2/27

Superior Pension.

According to the Mysore Service Regulation, Art. 336 (b).			According to the Cochin Service Regulation, Art. 211(b).		
Years of completed service.	Scale of pension.	Maximum limit of pension.	Years of completed service.	Scale of pension.	Maximum limit of pension.
10.	10/60 of average emoluments.	Rs.2000 a year or 166 2/3 per mensem.	10.	10/60 of average emoluments.	Rs.2000 a year or 166 2/3 p. m.
11.	11/60 "	Rs.2200 a year or 183 1/3 p.m	11	11/60 "	2200 or 183 1/3 p. m.
12.	12/60 "	Rs.2400 a year or 200 p. m.	12	12/60 "	2400 or 200 p.m.
13.	13/60 "	Rs.2600 " or 216 2/3 p.m	13	13/60 "	2600 or 216 2/3 p. m.
14.	14/60 "	Rs.2800 " or 233 1/3 per mensem.	14	14/60 "	2800 or 233 1/3 p. m.
15.	15/60 "	Rs.3000 " or 250 per mensem.	15	15/60 "	3000 or 250 per mensem.
16.	16/60 "	Rs.3200 " or 266 2/3 per mensem.	16	16/60 "	3200 or 266 2/3 p. m.
17.	17/60 "	Rs.3400 " or 283 1/3 per mensem.	17	17/60 "	3400 or 283 1/3 p.m.
18.	18/60 "	Rs.3600 " or 300 per mensem.	18	18/60 "	3600 or 300 per mensem.
19.	19/60 "	Rs.3800 " or 316 2/3 per mensem.	19	19/60 "	3800 or 316 2/3 per mensem.
20.	20/60 "	Rs.4000 " or 333 1/3 per mensem.	20	20/60 "	4000 or 333 1/3 p.m.
21.	21/60 "	Rs.4200 " or 350 per mensem.	21	21/60 "	4200 or 350 per mensem.
22.	22/60 "	Rs.4400 " or 366 2/3 per mensem.	22	22/60 "	4400 or ~~366 2/3~~ 400 p. m.
23.	23/60 "	Rs.4600 " or 383 1/3 per mensem.	23	23/60 "	4600 or 383 1/3 p. m.
24.	24/60 "	Rs.4800 " or 400 per mensem.	24	24/60 "	4800 or 466 2/3 per mensem.

25.	25/60 of average emoluments.	Rs.5000 a year or 416 2/3 per mensem.	25 & above.	30/60 of average emoluments	Rs.6000 a year or 500 p.m.
26.	26/60 "	Rs.5200 " or 433 1/3 per mensem.			
27.	27/60 "	Rs.5400 " or 450 per mensem.			
28.	28/60 "	Rs.5600 " or 466 2/3 per mensem.			
29.	29/60 "	Rs.5800 " or 483 1/3 per mensem.			
30.	30/60 "	Rs.6000 " or 500 per mensem.			

B. Inferior Pensions.

According to M. S. R. 340.		According to Cochin S. R. 213 (a) & (b).	
(1) Compensation and Invalid Gratuity.			
After a service of less than 5 years. ...	Nil.	After a service of less than 5 years. ...	Nil.
After a service of not less than 5 years and upwards up to 30 years.	Half month's pay for each year of service.	After a service of not less than 5 years but less than 10 years.	3 months' pay
		After a service of not less than 10 years but less than 15 years.	4 months' pay
		After a service of not less than 15 years but less than 20 years.	5 months' pay
		After a service of not less than 20 years.	6 months' pay
(2) Compensation and Invalid Pension.			
After a service of not less than 30 years.		After a service of not less than 28 years.	
(a) Half pay in the case of those whose pay is less than Rs.12.		Half pay not exceeding Rs.5/- per mensem.	
(b) Rupees six in the case of those whose pay is Rs.12 or more but whose average emoluments do not exceed Rs.15/-.			
(c) Rupees seven in the case of those whose average emoluments are above 15 but do not exceed Rs.18			
(d) Rupees eight in the case of those whose average emoluments are above Rs.18/-.			

Serial No.

Calculation may be made by reference to the pension-rolls of the Complts office, as to the probable extra cost, entailed by the abolition of the distinction between Superior & Inferior servants in the pension rights.
Let us assume that this arrangement will have no retrospective effect. We need not take into account the case of the Govt servants dying pensionless.
An idea of the probable increase of cost for the future, depending on the No of new cases in a year is necy —

14.2.29

A/C, Pensions will the Complts. for kindly furnishing the information required by the Fd. Secy

MV
16/2/29

U.O.No.398/Pen dated 16th March 1929.

Returned with compliments.

2. The total pension and gratuity sanctioned during the official year 1927-28 under the existing rules as well as the pension and gratuity which would have had to be paid in that year if the proposed measure of doing away with the distinction between the superior and inferior service had been

NOTE—Contn. sheet

4963/1913

Serial No.

applied, have been worked out and the result shown below:—

Pension and Gratuity amount sanctioned during 1927-28		Amount of pension & gratuity if the distinction had been removed.	
Monthly pension	Gratuity	Monthly pension	Gratuity
Rs 653-4-0	Rs 15,307-11-0	Rs 1,380-9-0	Rs 2,453-0-0

3. The option given to inferior servants to elect gratuity even when they are entitled to pension, makes the amount payable dependent not on the rules but on the wishes of the applicant and makes the calculation above uncertain.

S. Chamanne
Comptroller. 16/3

CV

Fl Secy I A.G. 16/3/28

P.T.O.

WD 021—GPB—30,000—21-8-28

Serial No.

These papers relate to the revision of the rules regarding the grant of pension, leave and travelling allowance to inferior servants.

The case has originated with the Minute of the First Member suggesting an examination of the pension rules applicable to inferior servants with a view to see what modification might be made in them having regard to the facts that our scale of inferior pensions based on British Indian rates is low, that the distinction now drawn between the inferior and superior services in this respect is not quite defensible and that the Cochin State has done away with the differentiation in this respect between superior and inferior servants.

Representations have also been made by the Jamadars and other menial servants of the Secretariat for the grant of pension up to half pay for full service rendered.

The Comptroller has solicited orders as regards the admissibility of the grant of three-fourths salary during furlo on medical certificate to inferior servants.

The question of revising the T.A. rules applicable to inferior servants has also been raised.

As all the questions relate to the improvement of the position of inferior servants, this note dealing with all these aspects has accordingly been put up for consideration.

Under the Service Regulations, the rules regarding Acting Allowances are applicable uniformly

WD 2343—GPB—500—12-3-29

Serial No.

to superior and inferior servants alike. There is no differentiation made between the two classes in this respect. The distinction continues to exist with reference to pension, leave and travelling allowance.

First, regarding pension:-

The present rates of pension admissible to inferior servants in Mysore which are based practically on the British Indian rules, are in force since February 1924. The Mysore Rules compare favourably with those that existed in Cochin prior to the promulgation of the beneficent measure above adverted to. The former provide for the gratuity of half month's pay up to 30 years and pension of half pay or half average emoluments for not less than 30 years' service up to a maximum of Rs 8/- per mensem according to a sliding scale while under the old Cochin rules gratuity up to 6 months' pay only was payable for less than 28 years' service and half pay not exceeding Rs 5/- per mensem for 28 years' service and over. The position of inferior servants in that State is now considerably improved.

As regards the scale of pension of superior servants there is no difference between the Mysore Rates and those in force in Cochin up to 20 years' completed service. For service beyond that period the Cochin rates are more liberal than those in Mysore. The maximum pension of Rs 500/- is admissible for not less than 25 years' service.

I have had a rough calculation made of the extra cost involved in the abolition of the distinction between superior and inferior servants

WD 2343—GPB—500—12-3-29

Serial No.

in regard to the grant of pension and gratuity. From the Comptroller's report it will be seen that even if no retrospective effect be given to the proposal and only future cases are dealt with under the superior pension rules, the extra cost will be heavy. Against the monthly pension of Rs 653-4-0 sanctioned during 1927-28, the amount of pension payable after the removal of the distinction would be Rs 1,318-9-0 i.e., the monthly pension would be practically doubled. I fear that in the present condition of finances, this reform, however desirable it may be, cannot be immediately undertaken.

While it may not be possible to go as far as the Cochin Government have done, the question of improving the rates without any radical change in the principles of calculation might be possibly considered.

Under the Fundamental rules, inferior service is defined as including all service in the following appointments unless declared by the local Government to be superior:-

(a) Service as peon, head peon, chobdar, or duffedar.

(b) Service in posts the pay of which does not exceed Rs 20/-

Note.- Service as police constables has been declared to be superior.

Pay of Rs 10/- was the border line under the old Civil Service Regulations (as it is at present in Mysore) for classification between inferior and superior services except in respect of appointments

WD 2343—GPB—500—12-3-29

Serial No.

declared inferior or superior, irrespective of the consideration of pay. In view of the general rise in the scale of salaries of superior as well as inferior servants, the old limit is not in operation in British India.

The maximum pension admissible to an inferior servant at present is Rs 8/- p.m. only. There is considerable disparity between pay at retirement and the pension, in a very large number of cases. I would suggest that this maximum be raised to Rs 10/- and that for service of not less than 30 years a pension of half pay at retirement not exceeding Rs 10/- may be allowed to inferior servants The present rules authorise the calculation of pension in the case of all servants whose pay is not less than Rs 12/- on average emoluments, i.e., average of the emoluments drawn during the last 3 years of service. This method of calculation is not adopted in the Civil Service Regulations. The variations in the rate of pay of inferior servants during the last 3 years of their service ~~during the last 3 years of their service~~ are generally very much less than in the case of superior servants. While in a number of cases either method of calculation, i.e., half pay or half average emoluments will not make any material difference, the application of the ~~latter will be~~ existing rule is felt as a hardship by some inferior servants owing to the limits of the maximum pension being low.

Under the existing rules, no pension or gratuity is admissible to an inferior servant for less than 5 years' service. As he is entitled to pension or gratuity only when he is invalided or

WD 2343—GPB—500—12-3-29

Serial No.

is discharged on abolition of appointment, denial of gratuity for less than 5 years' service is not defensible. I would suggest that this restrictio be removed. The rules regarding the payment of gratuity for less than 30 years' service need no modification in other respects.

The provision which authorises the retentior of inferior servants without limit of age so long as they are efficient and able to discharge their duties may continue unchanged.

The modifications that I have suggested above are shown below in juxta position with the existing rules.

Present Rules.		Proposed Rules.	
A. Compensation and Invalid gratuity admissible to inferior servants.			
1.) After a service of less than 5 years.	Nil.	For service up to 30 years.	Half month's pay for each year of service.
2.) After a service of not less than five years and upwards up to 30 years.	Half month's pay for every year of service.		
B. Compensation and Invalid pension.			
After a service of not less than 30 years.	1. Half pay in the case of those whose pay is less than Rs 12/- 2. Rs 6/- in the case of those whose pay is Rs 12/- or more but whose average emoluments do not exceed Rs 15/- 3. Rs 7/- in the case of those whose pay is above Rs 15/- but whose average emoluments do not exceed Rs 18/- 4. Rs 8/- in the case of those whose average emoluments are above Rs 18/-	After a service of not less than 30 years.	Half pay not exceeding Rs 10/-

WD 2343—GPB—500—12-3-29

Serial No.

The revised rates will be applicable for inferior servants retiring or discharged in future. They will have no retrospective effect. It is difficult to estimate the probable financial effect of the adoption of these changes but it is believed that the extra cost will not exceed a couple of thousands a year.

2. Regarding leave.-

There is no distinction between superior and inferior servants as regards the grant of privilege leave. The rules regarding long leave in Chapter XIII are also applicable to all officers whether in superior or inferior service who hold substantive appointments on permanent establishments. When the rules regarding the commutation of furlo on half average salary into furlo on full average salary were introduced from 1st January 1923 they were specifically limited to officers in the superior service. This limitation was made ~~following~~ on the basis of the arrangement in British India which is as follows:-

"In the case of an officer in inferior service the leave salary must not exceed what remains from his pay after provision is made for the discharge of his duties during his absence except when in the resultant acting arrangements, an officer who has no substantive appointment is given more than half the pay of the appointment in which he acts, in which case the excess over half pay granted to him may, at the discretion of the authority sanctioning leave, be disregarded altogether in calculating the sum available for

WD 2343—GPB—500—12-3-29

Serial No.

the leave allowance of the absentee and the acting allowance paid in consequence of his absence."

This distinction works as a hardship especially when furlo is required to be taken on medical grounds. While a superior servant would be entitled to three-fourths of the salary during such leave, an officer in inferior service can draw only half pay. Under the Government of India rules, a Police constable is a superior servant but under the Mysore rules his service is classed as inferior. On the representation of officers, servants once classed as inferior are being treated as superior on consideration of the merits of the case with a view to enable them to be eligible to the service conditions applicable to the latter.

I think as a first step towards the removal of the distinction between the two classes of servants it may be ruled that the concession granted to superior servants under article 209 B (ii), M.S.R. may be extended to inferior servants as well.

Regarding Travelling Allowance;- the position is as follows:-

The T. A. rates applicable to officers in inferior service as compared to those in superior service whose salary is less than Rs 40/- are shown in juxta position below:-

Class V.	Officers in superior service whose salary is less than Rs 40/-	Officers in inferior service.
Daily allowance:-	2 annas for every Rs 10/- of actual salary or fraction thereof in excess subject to a minimum of 4 annas.	Do.
Railway Fare.	Double III class or Single Intermediate and Single III wherever Intermediate class is available.	Single III class plus D.A.
Road Mileage.	2 annas per mile.	6 pies per mile.

WD 2343—GPB—500—12-3-29

Serial No.

The road mileage admissible to inferior servants is subject to the condition that the menials for whom road mileage is claimed were not given seats in the carts paid for by Government.

The disparity between the two classes of officers is particularly noticeable in the matter of road mileage. It has been represented that the present ~~xxxxxxx~~ rate of 6 pies per mile is too low for meeting the cost of locomotion under existing conditions. Travelling by means of buses has now become a common feature and this mode of locomotion is being availed of even between places connected by railway. Orders have recently issued permitting the grant of bus fare plus daily allowance to all officers whose salary is less than Rs 40/- whether in the superior or inferior scale. This arrangement (which has been sanctioned tentatively for one year) has secured uniformity in the matter of grant of travelling allowance to these two classes of officers for journeys by road. The question of revising the mileage rate applicable to inferior servants may be examined next year after some experience is gained of the working of the new rule.

For railway journeys, an officer in the inferior service is entitled to III class railway accommodation plus daily allowance. This - arrangement does not seem to require any modification.

The minimum daily allowance admissible to an officer is 4 annas. This seems to be rather low. I think it will have to be raised to at least 6 annas which is the rate sanctioned to

WD 2343—GPB—500—12-3-29

Serial No.

menial servants in Madras for journeys by rail outside the district in which their headquarters are situated.

While in the present condition of the finances it is not possible to abolish altogether the distinction now maintained in the Regulations between superior and inferior servants, some modifications for improving the position of officers in inferior service seem desirable and I have indicated in the above note the extent to which improvement is at present feasible.

FIN
23 AUG. 1929
No. 1261

First Member.)

22.8.29

Gratuities and Pensions of inferior servants.-

The distinction between superior and inferior services in regard to the scale of gratuity to be allowed to them cannot, I think, be defended. There is no reason why an inferior servant should get for his gratuity only half month's pay for each year of his service while a superior servant is allowed a full month's pay for each year of his service. The scale of pay allowed to inferior servants is poor and it is not fair that they should be denied a full month's pay for their services counting for gratuity. I think the same treatment should be accorded to both services in regard to the scale of gratuity allowed to them.

Under existing rules, an inferior servant cannot get a pension unless he has rendered 30 years' service and no modification in this respect is suggested by the Financial Secretary

Serial No.

A superior servant is allowed a pension for service of more than 10 years and I do not under-stand why the same treatment should not be accorded to an inferior servant. If, however, any distinction should be made for the present on financial grounds, the mimimum limit of service for earning pension in the case of inferior service may be placed at 15 years.

The Financial Secretary has suggested that the maximum limit of pension in the case of inferior servants might be raised from Rs 8 to Rs 10. Cases of inferior servants drawing a pay of more than Rs 20 are, I believe, very few and it is not worth while continuing the distinction in these few cases. The additional cost involved in allowing pensions equal to half average emoluments in the case of all inferior servants will not be much.

Leave.-

I am glad that the Financial Secretary has suggested that the concession allowed to superior servants under Art. 209 B (ii), M.S.R. may be extended to inferior servants as well. The concession of leave allowance equal to three-fourths of salary is allowed during periods of leave on medical certificate and inferior servants require it as much, if not more, than superior servants. Inferior servants might also be allowed furlough on full average salary as there is no justification to deny it to them.

Travelling Allowances.-

The inconvenience caused to inferior servants

NOTE—Contn. sheet

WD 1214—GPB—500—21-10-28

Serial No.

26 AUG. 1929
2454

servants by the low road mileage rate has been removed, to a large extent, by the special rule recently sanctioned for regulating travelling allowances for journeys by buses.

The question of raising the daily allowance rate is not particularly urgent and its consideration may be deferred.

Council matter Mule 25.8.29

Dewan 26/8/29

DEWAN'S OFFICE.
26. AUG. 1929
No. 9224.

JM 26-8-29

To Chief Secy with Compliments.

C.B. 27.8.29

Clients Hon
RG
27/8/29.
CS.

CHIEF SECRETARY
27 AUG. 1929

4

(For Disposal at a Meeting)

No. C. 58

of 1928-30.

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT.

(Clause XII of the Schedule)

Revision of the rules regarding the grant of pension, leave and travelling allowance to inferior servants.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

R. Rangachari.

Chief Secretary to Government.

28th August 1929.

~~Extraordinary Member of Council~~

1402/29/8 **First Member of Council.** 25.8.29

1931/29/8 **Second Member of Council.**

2199/29/8 Third ~~Extra~~ **Member of Council.** 30/8/29

3041
5.9.29. 4 C 58 21

Subject. -

Revision of the rules relating to the grant of pension. leave and travelling allowance to inferior servants.

.....

OPINION OF THE COUNCIL.

Ordered
The figures may be completed
by adding details from the Civil List
Acts. Reg 4/5/14.

Final Register
Copyist

P.T.O

General & Revenue Secretariat. | S/W File No. 454 C 58 of 1928. 21

Serial No.

As instructed in Council the probable extra cost of the proposal to abolish the distinction between superior and inferior servants in regard to the application of the pension rules has been worked out in consultation with the Comptroller. From the data furnished by him the average annual increase will be about Rs 6,000/- under Civil Pensions.

As regards the extra cost under Military Pensions* there is some difficulty in making an estimate as the Military Pension ~~Rules~~ rates are now fixed on quite a different basis. For the present purpose we may roughly estimate that the extension of the privilege of grant of one month's gratuity for every year of service and pension at an earlier stage than now, (a 20 years in the case of the Cavalry Regiments, 21 years in the case of the Transport Corps and 24 years in the case of the Barr infantry) will lead to an extra cost of another Rs 6,000/- per annum.

The proposal under consideration is a beneficial measure of reform but the only question for consideration is whether in the present condition of the finances it may be put through immediately.

I have shown the calculations to the First Member of Council.

12.9.29

To
Chief Secretary
with compliments.

This may be circulated & considered at the next Meeting of Council.

14/9/29

DEWAN'S OFFICE
18 SEP. 1929
No. 1284

* Statement need not be sent to C.C. (Flag X)

15/9/29

Note—Contn. Sheet

WD 2343—GPB—500—12-3-29

(For Disposal at a Meeting)

No. C. 58

of 1929-30.

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT

(clause XII of the schedule)

Revision of the rules regarding the grant of pension, leave and travelling allowance to inferior servants.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

R. Ranga Rao

Chief Secretary to Government.

23rd September 1929.

1950/2015 **First Member of Council.** 23/9/29

2710/24/9 **Second Member of Council.** 24/9

3023/24/9 Third Member of Council. 24.9.29

D2

C 58

Extract from the Proceedings of the 845th Meeting of the Council of His Highness the Maharaja, held at Bangalore on the 10th October 1929. 19 .

22

27. Subject. - Clause xii of the schedule.

Revision of the rules relating to the grant of pension, leave and travelling allowances to inferior servants.

OPINION OF THE COUNCIL.

The First Member's proposals may be accepted and may be extended to both the civil and the military servants.

(Signed) Mirza M. Ismail,

Dewan of Mysore.

Fin - Secy. to Govt: (with Compts.)

"EXTRACT"

Chief Secretary to Government.

WD 433—GPB—1,000—1-9-20

Hon. F. N. Signed by member in Council

3025

App. F. III—2]

General and Revenue Secretariat | SM File No. 164 | of 1928

DEWAN'S OFFICE
16. OCT. 1929
No.

Serial No.

S. N, Asst. to Dewan

16/10/29

M
16-10-29

Submi

P. T. O.

Note—Contn. Sheet

WD 01684—GPB—30,000—20-4-29

Final Note by the First Member of Council.

Subject:— Revision of the Rules relating to the grant of pension, leave and travelling allowance to Inferior Servants

The division of Government servants into the two classes of Superior and Inferior and the different provisions regarding pension, leave and travelling allowances for the two classes in the Mysore Service Regulations are modelled on British Indian Service Regulations. This distinction especially in regard to pension and leave is not defensible. The scale of pay of inferior servants is low and while a retired superior servant is allowed a gratuity of a full month's pay for each year of service, a gratuity of only half month's pay for each year of service is admissible under the existing rules to officers in inferior service. As regards pension, a superior servant is entitled to pension for service of not less than ten years equivalent to 1/60th of average emoluments multiplied by the number of years of service, up to a maximum of half average emoluments. An inferior servant, however, cannot get pension for service of less than thirty years and the maximum pension admissible to him is only Rs 8/- whatever his pay.

A Representations have been received from the Jamadars and other menials of the Secretariat for the grant of pension up to the maximum of 30/60ths of average emoluments as in the case of superior servants. In one or two cases this privilege has been specially sanctioned for long service.

B The Government of Cochin have abolished the distinction between superior and inferior servants in regard to pension and have sanctioned the extension of the pension rules applicable to officers in superior service to inferior servants

servants as well.

In view of these considerations it is proposed to revise the rules as follows:-

(1) Regarding Gratuity and Pensions.

The distinction between superior and inferior servants in regard to the scale of gratuity admissible to them may be abolished and one full month's pay for each year of qualifying service may be allowed for inferior servants in the same way as for superior servants. This principle of equal treatment has been adopted in regard to the grant of compassionate gratuity to heirs of deceased Government servants and its extension to cases of gratuity admissible under the Pension Rules is now proposed.

As regards the grant of pension also, the rules applicable to superior servants may be extended to inferior servants, subject to one variation which is considered necessary on financial grounds. The minimum period of service for earning pension will be fixed at fifteen years in the case of officers in inferior service -- the similar period in the case of superior servants is ten years. For service of fifteen years and above the rules for the calculation of pension of an inferior servant will be the same as in the case of a superior servant, i.e., pension will be calculated at 1/60th of average emoluments for each year of service subject to a maximum of 30/60ths average emoluments for service of thirty years and upwards.

(2) As regards Leave, inferior servants are now under a disability in not being allowed furlough on average salary or leave on medical certificate with the privilege of claiming leave allowances equal to three-fourths of salary This disability is proposed to be removed.

(3) As regards Travelling Allowances, however,

the inconvenience caused to inferior servants by the low mileage rate of six pies per mile has been removed to a large extent by the special rules recently sanctioned for regulating travelling allowances for journeys by buses. The question of modifying the rules regarding travelling allowance admissible to inferior servants is not, therefore, urgent and its consideration will be deferred.

Pages 17 to 19 of office Notes

These proposals formulated in my note dated 25th August 1929 were discussed in Council on the 4th September 1929. The Financial Secretary having pointed out that under the existing Military Pension Rules, the gratuity admissible for service short of the period required for earning pension is calculated at only three months' pay for every complete five years for the Sowar and Barr Forces and three months' pay for six years in the Transport Corps and that pension is not admissible for less than 18 to 24 years service, it was thought that the case of officers coming under the Military Pension Rules also deserved consideration in this connection, and the Council accordingly desired to have an estimate prepared of the probable extra cost of the modification of the pension rules of inferior servants as well as of the revision of the Military Pension Rules, so as to permit the grant of one month's gratuity for each year of service up to fifteen years and of pension thereafter. The calculations made by the Comptroller show that the extra cost will be within Rs 12,000/- per annum

Page 22 of office Notes

The whole subject was considered in Council on the 10th October 1929 when the following resolution was recorded

"The First Member's proposals may be accepted and they may be extended to both the Civil and Military Servants"

His Highness's gracious approval is solicited to the Council Resolution.

(Camp) Mysore.

Member of Council.

Submitted to His Highness.

I submit herewith a Final Note by the First Member of Council re: Revision of the rules relating to the grant of pension, leave and travelling allowances to inferior servants for His Highness' gracious approval.

Mirza M. Ismail

Dewan.

Record of Cases submitted for the Orders of His Highness the Maharaja.

Subject.

Revision of the rules relating to the grant of pension, leave and travelling allowances to inferior servants.

170

Order.

KRW
18/10/29

28

General and Revenue Secretariat

SHA 161 — 28 C 58

Subject:-

Revision of the rules relating to the grant of pension, leave and travelling allowances to inferior servants.

(*)

31. All urgent or confidential files returned with His Highness' orders may in the absence of instructions or indications to the contrary, be ordinarily circulated to the Members of Council for perusal after the issue of orders.

33. The Secretaries concerned should see that orders in the cases referred to above are issued at once and that the files are returned immediately after to the Chief Secretary for circulation to the Members.

34. In all other cases, the files will first be circulated to the Members of Council at Headquarters and then sent to the Secretariat concerned for the issue of orders.

Circulated to Members of Council for perusal of His Highness' orders before/~~after~~ issue of orders. (*Vide* Rules 31, 33 and 34 of the Subsidiary Rules for the conduct of business of Council in the Manual of Council Rules and Procedure.)

R. Rangachari.
Chief Secretary to Government.

Through the Secretary to Government,

Fin (.....) Department.

u/s. Fin
In a draft ... ×
... 24/10.
A draft typed order in ... Consideration. 25/10/32

FIRST MEMBER OF COUNCIL. (Fin)

× Separately under Submission
25/10

3892
16/11/32

SECOND MEMBER OF COUNCIL.

THIRD MEMBER OF COUNCIL.

NOTE.—Contn. sheet.

App. F. III—2]

General and Revenue Secretariat | File No. 164 of 1928.

Serial No.

Sumitted with a draft order and draft a.c. slip

As no definite orders are passed re. the modification of the definition of Inferior Officers' no amendment has been proposed for Article 270 and 271. The retention of Articles 245, 280 and 334 as they are is for kind orders. (exception to Art.)

No change, perhaps, is called for in the Special Gratuity or Pension, Wound and Injury Pension and Family Pension Rules of Appendix K. and no amendment is proposed. The ~~Chief Hunter~~ Chief Commandant may perhaps be consulted before the proposed amendments to Appendix K. are approved

Unless it is the intention to give the benefit of these rules to the inferior Servants upon whose representation the question was hastened, the G.O will have effect from the date of issue. There are also two petitions of inferior Officers who retired in September last ordered to be kept in abeyance pending disposal decision of this general question

Note—Contn. Sheet

WD 066—GPB—30,000—26-7-29

App. F. III—2]

General and Revenue Secretariat. S/M File No. 164 of 192 8.

Serial No.

The file in which it is ordered that the question of extension of Compassionate gratuity to Scheme to Pensioners subject to Military Pension Rules, is linked hereto as per orders thereon.

M
28.10.29.
M
28/10/29

P. S. S & A file no 86-26-142 dealing with the exception to Art. 334 M. S. R permitting the option to take gratuity instead of pension is also put up. ~~Now that there is the scheme of compassionate gratuity it is the need for this exception no longer seems to exist. For orders.~~

5131
29/10

D/S. There has been a delay of three days.

M
28/10.29.
M
28/10/29

As in some respects, the difference between superior & inferior Service still holds good in the M.S.R, the definitions & Customs till such time as all distinction is completely obliterated As regards arts 245-280, the first article allows service to be counted from after sixteen years age, though there is no reason why service should not count after 20 years as in the case of Superior Service. with the increased benefits allowed

NOTE—Contn. sheet.

WD 066—GPB—30,000—26-7-29

App. F. III—2]

General and Revenue Secretariat | File No. 1661 of 1927.

Serial No.

it is a matter for consideration whether the age to count for service for purposes of pension should not be advanced to bring it on a par with Superior service. Art. 280 stands regarding leave counting for service on the same footing. These aspects of the question will be separately taken up & worked up & submitted for orders in connection with the revision of the rules of the M.S.R. on hand.

As regards the military rules, separate consideration is necessary in consultation with the C. C. & it will be worked up separately. [Special gratuity or Pension, words & figures Pension & Family Pension (within)] The exception to Art 334 M.S.R. may in the circumstances now obtaining, ~~may go~~, also be deleted in view of the fact that the rules of Compassionate gratuity in lieu of pension rights exist & the family of the deceased can claim relief therein. Besides a lumpsum payment to these poor pensioners staff are the exception in whose case may mean the frittering away of resources & the monthly payment contemplated by the Compassionate gratuity rules will secure the purpose better".

The draft order (way) is put up on 25.10.29 but is sent back after to-day's work in put up consequential amendments to those which are put up for approval along with the draft order for (original) consideration and approval.

4.11.29

Sd

H Secy)

P.S. If approved, effect may be given to the order to cover cases under held up pending issue of orders. Re. draft a.c. slip proposed, it has been assumed that excepting the cases mentioned above in Appx. K., the rules regarding 15 years service ~~is~~ is applicable to menial establishment and hence the proposed amendments.

4.11.29

Sd

5937
8/4/11/29

For Immediate action

Note—Contn. Sheet

As Mr. Jha has the circulation of memorandum, circle for perusal, Hqrs. also 6/11.

WD 066—GPB—30,000—26-7-29

Mean put up revised draft of G.O. and of A.C. slip as indicated 5/11/29

30273/F

General and Revenue Secretariat | File No. 164 of 192 8. | App. F. III—2]

Serial No.

Submitted with clean typed drafts as revised for approval.
M 6.11.28. H Secy) AHD 6/11/28

5576

4334 7/11

A draft order sanctioning the revision of the Leave and Pension Rules applicable to inferior servants as well as that relating to Military Pension Rules is submitted.

Draft of an A. & C. slip indicating the amendments to be made in the M. S. R. and Appendix K. is also put up for reference. Before the issue of the A. & C. slip, it seems desirable to consult the Comptroller. The Chief Commandant may also be consulted as regards the draft amendments to the Rules in Appendix K. The draft of A. & C. slip to the Rules relating to inferior servants is confined to the decision already arrived at. Whatever consequential alterations in other rules in the M. S. R. are necessary will be examined separately in communication with the Comptroller.

As regards the amendments to the Military Pension Rules, the changes proposed are confined to (1) payment of gratuity at one month's pay for each completed year of service up to 15 years in all the Units; and (2) grant of first or ordinary pension for 15 years and above. The sliding scale of pension in each Unit is brought down to 15 years so that for this minimum service the pension will be

Note—Contn. Sheet

WD 066—GPB—30,000—26-7-29

General and Revenue Secretariat

SM File No. 164

of 192 8

Serial No.

generally one-fourth of the average emoluments as in the Civil Department.

In the case of Non Commissioned Officers and Men of the Mysore Lancers, Transport Corps and Mysore Horse, who are entitled to get fixed rates of pension (ordinary, invalid or first pension) based on rank for service of not less than 18, 20 or 21 years respectively, the minimum period is brought down to 15 years, keeping the existing sanctioned rates in tact. No change is proposed in the superior or last pension after 32 years in any case.

As regards Non Commissioned Officers and Men of the Barr Forces, the present rules provide for grant of pension of 28/72 nd of pay at time of retirement for 24 years' service provided that they must have served 3 years in the grade and rank in which they retire to entitle them to the pension of such grade and rank. Under the proposed rules the minimum service for pension will be 15 years and the amount admissible will be 18/72 nd of average pay during the last 3 years of tenure of office uniformly in the case of Commissioned Officers, Non Commissioned Officers and Men, with suitable sliding scale for longer service.

The draft Government Order may be kindly approved for issue. After issue of the draft order, necessary further action will be taken in ~~for~~ consultation with the Comptroller and the Chief Commandant regarding the A. & C. slips.

Third Member,
First Member.

4
9.11.29

2764

Note—Contn. Sheet 1

WD 01684—GPB—30,000—20-4-29

9.11.29

3023-SS

1362-29 Ft

App. F. III—2]

General and Revenue Secretariat | S&R File No. 164 of 1928.

Serial No.	
3	Issued. No Ft. 3287-336 S&R 164-28-3 dt 12.11.1929 Sanctions the revision of the Pension and Leave Rules applicable to Superior Servants. Necessary action for issue of a.c. slips to M.S.R. is taken Separately (S&R 25-30.9.) ~~Vide Ft 39~~

B

Pl. record early and put it to me ?! 4.7.30

NOTE—Contn. Sheet.

WD 02553—G PB—50,000—8 7 30

17 JAN. 1929

SAA 16 4 36. 2

OFFICE OF THE COMPTROLLER TO THE GOVERNMENT
OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

No. 314/Pen. E3+1 Cochin Bangalore, dated 15th January 1929.
6.5.82. with corrigenda

D 3023/28

From

S. SHAMANNA, Esq., B.A.,
Comptroller to the Government of
His Highness the Maharaja of Mysore,
BANGALORE.

To

B. Srinivasa Iyengar Esq., B.A., B.L.,
Secretary to the Government of Mysore,
Financial Department, Bangalore.

Sir,

With reference to your Memo No.C.101/Fl. dated 2nd November 1928 asking me to obtain from the Comptroller of Accounts, Cochin Government, information about the scale of pension for superior and inferior services that obtained in that State prior to the abolition of the distinction between the two kinds of services, I have the honour to forward herein, in original, the reply received from that office, together with the copy of Cochin Service Regulations received from him.

2. Your Memo No.Fl.101 dated 2nd November 1928 is also returned herewith.

GENL. & REV. SECTT.
18 JAN. 1929
FINANCIAL BRANCH.

I have the honor to be,
Sir,
Your most obedient servant,

Offg. Comptroller.

CV

N. 9. 1523/Pen
2-1-29.

21707 21 DEC. 1928

R.O.C.No. 3057/104. Office of the Comptroller of Accounts,

7th D h a n u 1104.
Ernakulam, dated ----------
21st December 1928.

From

M.R.Ry. K. Krishna Pisharodi, Avl., B.A., B.Com.(Dublin) &c.,
Comptroller of Accounts,
Cochin Government.

To

The Comptroller of Accounts,
Mysore State,
B A N G A L O R E.

Sir,

With reference to your letter dated 10th November 1928, No. 231/Pen. requesting for a copy of the rules now in force in this State in respect of pensions of superior and inferior service, I have the honour to forward herewith ⊗ a copy of our C.S.R. w i t h correction slips up-to-date. Pension Rules appear in Articles 169--178 and 208--215. In partial modification of these rules a Royal Proclamation issued in Diwan's Proceedings dated 13th October 1928 R.O.C. 817 of 104, Copy of which is also enclosed does away with the distinction between inferior and superior service in -- respect of pension. The corrections to the C.S.R. consequent on this have not yet been embodied therein.

1737.

I have the honour to be,
S i r,
Your most obedient servant,

K Krishna Pisharodi
Comptroller of Accounts.

N.K.

⊗ Sent separately as Registered Book Post.

THE GOVERNMENT OF COCHIN.

----oo0&0oo----

P R O C E E D I N G S O F

THE DIWAN OF COCHIN.

LOCAL AND MISCELLANEOUS DEPARTMENT.
(Miscellaneous).

--------oo00&&00oo------

Order dated 13th October 1928, Ref. on C. No. 817/1104.

His Highness the Maharaja has been pleased to command that the following announcements be made to take effect from this date:--

(1) The rate of 6¼ % charged as interest on agricultural loans be reduced to 3 %.

The reduced rate will apply from this date to loans already outstanding.

This year, a special allotment of a lakh of rupees be made for loans for agricultural purposes.

(2) Full rights be granted over monopoly trees standing on private lands to the owners or occupants thereof as the case may be.

(3) Encouragement be given for the treatment of poison arising from snake-bites and other causes.

As a preliminary step in this direction, a monthly grant of Rs. 25/- each will be given to six approved physicians in this line chosen from different parts of the State. Steps will also be taken to establish a central institution for the growing of medicinal herbs particularly efficasious in such treatment and for supplying the necessary medicines free to these physicians.

(4) The pension rules applicable to those in the superior service of the State be made applicable to inferior servants as well and the present differentiation between superior and inferior servants be done away with.

Those pensioners who are now in receipt of pension under the present system will be given enhanced pension under the proposed

rules, if they are eligible for it, from this date. This concession will apply to the Devaswam and Palace Departments as well.

(5) Payment in kind of michavaram and other dues on Devaswam lands be permanently abolished.

(6) A grant of Rs. 50,000/- be made this year for the supply of drinking and bathing water in places where scarcity is seriously felt.

(7) The minimum pay of the full-timed servants be fixed at Rs. 10/-.

The pay of all such servants which is below Rs. 10/- will be raised to Rs. 10/- from this date.

T.S. NARAYANA AYYAR,
Diwan of Cochin.

(True Copy).

COMPTROLLER OF ACCOUNTS.

Confidential.

OFFICE OF THE COMPTROLLER TO THE
GOVERNMENT OF MYSORE,

D. O. No. 471/Pen. E/

Bangalore, dated 10th Sept 1929.

Dear Mr. Srinivasa Iyengar,

As required in your D.O.letter No.23 of the 4th instant I send herewith a statement showing the probable extra cost of the proposal to abolish the distinction between the pension rules for Inferior Service and Superior Service.

2. I might state that cases of less than five years' service are ignored in this calculation as they do not come up to this office at present as no gratuity is admissible for them.

3. As regards the extra cost on account of Military cases, a copy of your communication has been sent to the Financial Assistant to the Chief Commandant and his reply is awaited. But unless the details of the proposed scheme of pension are given, it will not be possible for this office to make any kind of calculation.

Yours sincerely,
V. Shamanna

B. Srinivasa Iyengar Esq., B.A., B.L.,
Secretary to the Government of Mysore,
Financial Department, Bangalore.

CV

C.O. No.	Average emolu ments	Age next birth day	Under the present rules. Qualifying service			Pension or Gratuity sanctioned	If pension the present value	Under the proposed rules. Qualifying service			Pension or Gratuity admissible	If pension the present value	Difference between 5 or 6 & 9	Remarks
1	2.	3.	4.			5.	6.	7.			8.	9.	10.	11
			Y.	M	D	Rs	Rs.	Y.	M	D	Rs	Rs.	Rs.	
4751	14	41	24	9	24	168-0-0	-	24	9	24	5-10-0	945- 0- 0	777- 0- 0	
4752	15	60	19	0	12	142-8-0	-	17	4	14	4- 4-0	451- 0- 0	308- 8- 0	
4767	14	62	23	5	5	161-8-0	-	18	7	18	4- 3-0	414- 0- 0	253- 0- 0	
4768	15	52	22	6	13	165-0-0	-	19	6	7	4-12-0	642- 0- 0	477- 0- 0	
4769	10	52	16	0	23	80-0-0	-	12	9	9	2- 0-0	270- 0- 0	190- 0- 0	
4770	8	56	11	11	0	44-0-0	-	11	6	26	6- 8-0	786- 0- 0	742- 0- 0	
4774	15	59	34	0	8	6-0-0	659-0-0	33	4	4	7- 8-0	824- 0- 0	165- 0- 0	
4785	18	66	47	7	0	7-0-0	590-0-0	47-	2	0	9- 0-0	758- 0- 0	168- 0- 0	
4786	10	56	19	8	3	95-0-0	-	19	5	1	3- 3-0	386- 0- 0	291- 0- 0	
4789	9	56	10	2	17	45-0-0	-	10	2	17	1- 8-0	181- 0- 0	136- 0- 0	
5001	14	37	9	4	21	63- 0-0	-	9	2	28	126- 0-0	-	63- 0- 0	
5006	13	57	6	1	21	39- 0-0	-	6	1	21	78- 0-0	-	39- 0- 0	
5010	13	59	25	0	0	162- 8-0	-	24	10	20	5- 3-0	570- 0- 0	407- 8- 0	
5011	9	55	27	0	15	121- 8-0	-	27	0	5	4- 8-0	561- 0- 0	439- 8- 0	
5012	13	55	28	6	5	182- 0-0	-	28	6	5	6- 8-0	810- 0- 0	628- 0- 0	
5015	8	53	9	10	4	36- 0-0	-	8	0	0	3-10-0	478- 0- 0	442- 0- 0	
5023	24	56	36	4	21	8- 0-0	968-0-0	35	1	14	12- 0-0	1452- 0- 0	484- 0- 0	
5056	14	54	29	3	5	217- 8-0	-	27	11	0	7- 0-0	898- 0- 0	680- 8- 0	
5058	13	56	10	1	29	65- 0-0	-	10	1	25	2- 3-0	265- 0- 0	200- 0- 0	
5065	14	53	33	9	20	6- 0-0	790-0-0	29	0	22	7- 0-0	922- 0- 0	132- 0- 0	

Number of cases worked out as above is 20.
The extra cost for the twenty cases is 7,023- 0- 0
The number of cases of the kind sanctioned during the year 1928-29 is 220.
Therefore the total approximate extra cost will be Rs.7,023 x 11 or Rs.77,253 or Rs.77,250 extra cost in present value per annum.

27 0 0 pension per month Rs.96 8 0 plus
plus 1787 0 0 Gratuity 204 0 0

Bangalore,
8th April 1929.

GENL. & REV. SECTT. To
11 APR. 1929
FINANCIAL BRANCH.

4559
PL

The Financial Secretary to
the Government of Mysore,
Bangalore.

Respected sir,

We, the menials (Jemadars, Dafedars, Chobdars and peons) of the General and Revenue Secretariat, beg to bring to your kind notice the difficulty we are experiencing in maintaining ourselves and our familes with the small pay that we are getting. In case we are retired, our difficulties will be still more, as we can get only very small pension under the rules. We humbly pray that, when we are retired from service, we might be given a pension of half the salary drawn by us.

Hoping that our prayer will be favourably considere

We beg to remain,
Respected sir,
Your most obedient and humble servants,

Submitted
The file in which the question of removing the difference between inferior and Superior officers for purposes of pension has been submitted to the Financial Secretary on 19.3.29 (P 3023/PL) the disposal of that case will dispose this also.

11.4.29.

11.4.29

CONFIDENTIAL. 1362/H

GENL. & REV. SECTT. 20 SEP. 1929

FINANCIAL BRANCH.

OFFICE OF THE COMPTROLLER TO THE GOVERNMENT OF MYSORE,

D. O. No. 522/Pen. E/

Bangalore, dated 19th Sept 192 9.
20

Dear Mr. Srinivasa Iyengar,

In continuation of my D.C. No.471/Pen. of the 10th instant, I send herewith copy of a statement received from the Financial Assistant to the Chief Commandant showing the cost on account of Military Pensioners if Civil Pension rules are applied to them i.e., if gratuity on the Civil scale was given for less than 10 years' service and pension on the Civil scale for more than 10 years' service.

Yours sincerely,
C. Chamarajendra

To

R. Srinivasa Iyengar Esq., B.A., B.L.,
Financial Secretary to the Government of Mysore,
BANGALORE.

3760 20 SEP 1929 FINANCIAL SECRETARY

CV

To Chief Secretary with compliments
the favour of placing this in the
Council file before Council

20/9/29

RS 20/9/29

statement showing Military Pension or gratuity sanctioned during 1928-29 and what the cost would be if Civil Pensions rules are applied in these cases.

Sl No	Pension ticket or Gratuity No.	Rank	N a m e	Service	Military Pension		Civil Pension Superior Scale.		Remarks
					Gratuity	Pension	Gratuity	Pension	
1.	289	Sepoy	Ramprasad	10	102			2- 5- 0	
2.	290	,,	Syed Dastagir	10	102			2- 5- 0	
3.	291	,,	Annaswamy	23	180			5-12- 0	
4.	292	,,	Yella	20	180			5- 0- 0	
5.	140	Driver	Narayanaswamy	5	39		65- 0- 0		
6.	141	do	Bagh Singh	9	70		117- 0- 0		
7.	2036	Lt.	Kasi Rao Sindhey	32	-	80-14- 0		100-0- 0	
8.	2037	Sowar	Syed Peer	10		5- 0- 0		5-0- 0	Injury
9.	2038	Daffedar	Syed Abdul Rahman	21		6- 0- 0		10- 8- 0	
10	2039	Sowar	Mir Hussain	11		5- 0- 0		5-0- 0	do
11	2040	Captain	A.Basavaraj Urs	15 0 F.S.5 0		87- 0- 0		108-6- 0	
12	2041	Sowar	SRama Rao Muskey	19		5- 4- 0		6-5- 0	
13	2042	Farriar Daffedar	Abdul Khader	25		6- 2- 0		12-8- 0	
14	2565	Subedar	H.Gulab Singh	29		34-14- 0		35-8- 0	
15	2566	Sepoy	Kaliah	28		5-13- 0		7-8- 0	
16	2567	Subedar	Srikanta Rao	17		14-15- 0		13-0- 0	
17	2568	Havildar	Jagath Singh	25		7-12- 0		10-0- 0	
18	2569	Sepoy	Ramachandra Rao Yadhaw	12		2- 7- 0		2-7- 0	Injury
19	2570	Subedar	Ahmed Hussein	28		35- 6- 0		47-8- 0	
20	2571	Lance Naik	Abdul Latiff	32		8- 8- 0		8-8- 0	
21	2572	Havildar	Kuppuswamy	32		10- 0- 0		10- 0- 0	
22	2573	Lance Naik	Sheik Abdul Kadir	26		6-10- 0		8-8- 0	
23	2574	do	Parusuram	28		6-10- 0		8-8- 0	
24	183	Lance Daffedar	Abdul Rahiman	10		3-10- 0		3-10-0	
25	184	Kamadar	Abdul Razak	25		34- 1- 0		42-8- 0	
26	185	Lance Daffedar	Md. Ibrahim	21		3- 8- 0		5-9- 0	

27	186	Bhivai	Parasoji Rao	22		3- 0- 0		
28	187	do	Sheik Baboo	22				
29	188	do	Rukmaji Rao	21				
					673-0-0	377-10- 0	182- 0- 0	478- 4-0

Sd. K. Subramanyam,
Financial Assistant
to Chief Commandant,
Mysore State Trioops.

MSR 913 19.9

Copy.

S/A. 164-28-3.

ORDER NO: FL: 3282-336/

Dated, Bangalore, the 12/11/29

The question of ~~raising~~ revising the leave and pension rules applicable to inferior servants, so as to bring them into line with those governing the cases of officers in superior service has been under consideration for some time.

2. While a superior servant is entitled to pension for a qualifying service of not less than 10 years, at 1/60th of the average emoluments multiplied by the number of years of service up to a maximum of half the average emoluments drawn during the last three years' tenure, an inferior servant cannot under the existing rule get pension for service of less than 30 years and the maximum pension admissible to him is limited to Rs.8/- whatever his pay.

3. There is also differentiation in the scale of gratuity admissible to the two classes of offices for service short of that required for earning pension, while an officer in superior service is allowed gratuity of one full months' pay for each year of service, an inferior servant can claim only half a month's pay for each year of service rendered by him.

4. As regards leave, inferior servants are now under a disability in not being allowed furlough on average salary or leave on medical certificate with the privilege of claiming leave allowances equal to three-fourths salary.

5. Having considered the matter in all its aspects, Government are now pleased to revise the leave and pension rules applicable to inferior servants as follows:--

Compensation and Invalid

(1) Gratuity:-- Gratuity at one month's pay at retirement will be allowed for each completed year of qualifying service up to 15 years.

(2) Compensation and invalid Pension - After a service of not less than 15 years, the scale of pension will be as follows:--

years of completed service.	Scale of pension.
15.	15/60ths of average emoluments.
16.	16/60ths
17.	17/60ths
18.	18/60ths
19.	19/60ths
20.	20/60ths
21.	21/60ths
22.	22/60ths
23.	23/60ths
24.	24/60ths
25.	25/60ths
26.	26/60ths
27.	27/60ths
28.	28/60ths
29.	29/60ths
30, and above.	30/60ths

(3) Re. - Leave ~~There will be no differentiation between the rules applicable to the two classes of servants~~, the provisions relating to grant of furlough on average salary and leave on medical certificate to superior servants, will be extended to inferior servants as well.

6. Under the existing rules applicable to Military pensioners, service gratuity is not admissible for less than 5 years and for

service thereafter the gratuity allowable is only 3 months' pay for every complete 5 years in all units except the Transport Corps where the scale for gratuity is 3 months' pay for every completed period of 6 years.

The minimum period for earning pension is:--

18 to 20 years in the Cavalry Regiments.
21 " in the Transport Corps.
24 " in the Barr Force.

7. Government consider that the service gratuity and pension rules of the Military pensioners should also be revised so as to permit the grant of gratuity of full one month's pay for each completed year up to 15 years' service and of ordinary or first pension for service of 15 years and over, uniformly in all the units.

8 Necessary a & c slip incorporating the foregoing modifications in the Mysore Service Regulations will issue separately.

9 The revision sanctioned in this order, will have effect from 18th October 1929.

6/11/29

Financial Secretary to Government.

6.11.29.

To

The Comptroller.
The Heads of Deptts.
The Deputy Commissioners of Dts.
The Compiler, Mysore Gazette.
The Press Table.

9/11/29

6.11.29.

Appendix F G—1

SUBJECT.....

.....

.....

Section S/A

File No. 164-28

Serial No. 5

No. Fl 3388/24

Diary No. of letter replied to.....

General and Revenue Secretariat

( )

the *192*

To

The Comptroller.....

Date of issue.....16.11.29.....

Signed by .....M.A.R.B.....

Sir

With reference to G.O. Ns. Fl 3287.336 S&A 164.28.3 D/ 12.11.1929 sanctioning the ~~A~~ revision of the leave and pension Rules applicable to Inferior Officers and to the Military Dept. I am directed to forward herewith a draft a.c. to M.S.R. slip based on the orders for your remarks if any. Any Consequential alterations in the ~~of~~ other Articles

over

st of enclosures.....

Copied by..... 14/11

Examined by.....

of M. S. R. may kindly
be examined and necessary
amendments suggested.
I have etc.

15/11/24
for Financial Secretary

M
18/11